



# FEDERAL OMBUDSPERSON SECRETARIAT for Protection Against Harassment

FOSPAH



QUARTERLY

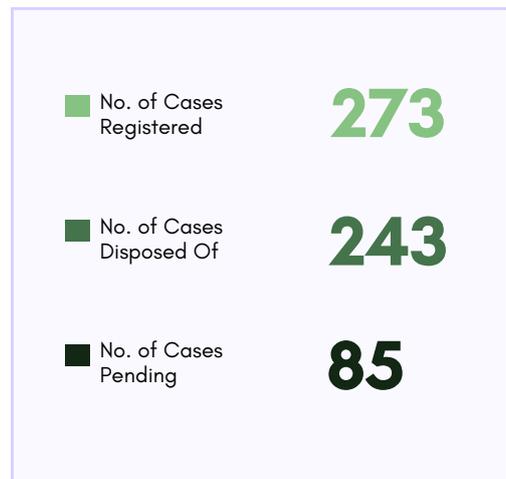
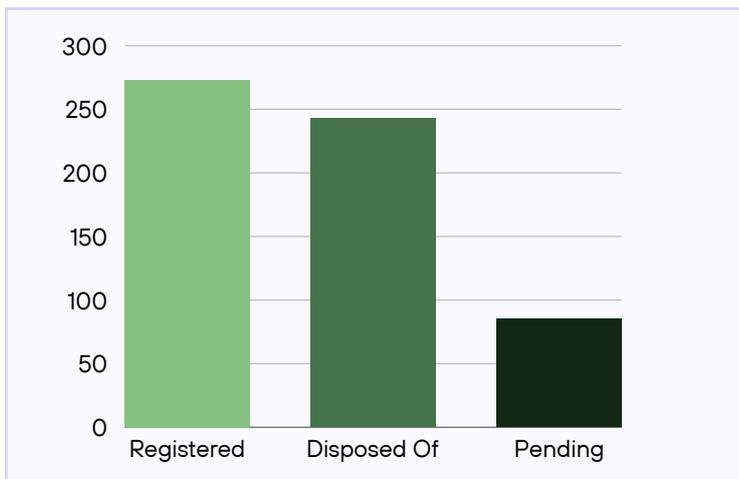
# Newsletter

April - June 2025

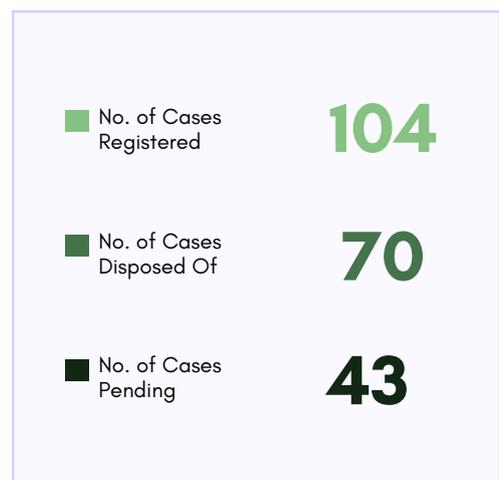
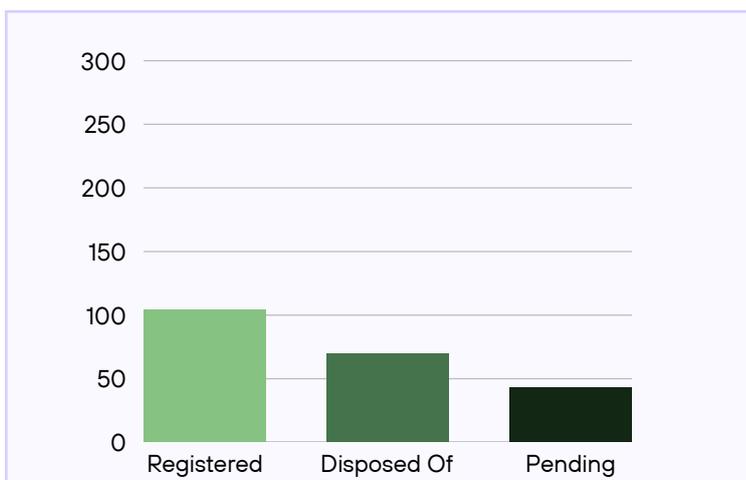
# CASE STATISTICS



## Harassment Cases



## Property Cases



## Fourth General Assembly of the Ombudsman Association of the OIC Member States in Tehran

At the Fourth General Assembly of the Ombudsman Association of the OIC Member States in Tehran, Ms. Fauzia Viqar Federal Ombudsperson of Pakistan, proposed the establishment of a Committee on Women’s Empowerment under the Organization of Islamic Cooperation Ombudsman Association (OICOA) framework to address gender-based discrimination, promote policy dialogue, and support implementation of OPAAW (OIC Plan of Action for the Advancement of Women) across member states. The proposal received strong support from OICOA President Mr. Mehmet Akarch, who directed the Secretariat to begin working on it.



## A Dialogue on Protection Against Harassment of Women at the Workplace Act 2010 with Journalists

At a conference by the National Women’s Journalism Forum (NWJF) and Women in Struggle for Empowerment (WISE), Honorable Federal Ombudsperson Ms. Fauzia Viqar emphasized that harassment-free workplaces are vital for women’s equal participation in the workforce. Provincial Ombudsperson Ms. Nabila Hakim and other key voices, including Ms. Bushra Khaliq (WISE) and Ms. Farzana Chaudhry (NWJF), stressed institutional compliance, grassroots outreach, and stronger safeguards for women in media.



## UN Experts Met with Ms. Fauzia Viqar to Discuss Strengthening Women's Rights in Pakistan



Ms. Fauzia Viqar met with Ms. Reem Alsalem, UN Special Rapporteur on Violence Against Women and Girls, and Ms. Ivana Krstic, Member of the UN Working Group on Discrimination Against Women and Girls. During the meeting, Ms. Viqar highlighted the persistent challenges that hinder women's access to property, including non-digitized revenue records, the undue influence of revenue authorities, entrenched social norms, and a lack of legal awareness.

## FOSPAH's Khuli Kacheri at Tarnol Revenue Center Focusing on Women's Property Rights



An Open Court (Khuli Kacheri) under the Enforcement of Women's Property Rights Act, 2020, was held at the Tarnol Revenue Center to address property-related grievances of local women. Ms. Fauzia Viqar personally listened to multiple complaints, many of which involved illegal housing societies acquiring land, selling plots, and later refusing to honor allotment, depriving women of their rightful ownership and investments.



## Legal Training on the Harassment Act & Inquiry Committees Held at HP | FKM

The training session was conducted by Ms. Mah Rukh Aziz, Legal Advisor, and Ms. Syeda Zainab Sohail, Assistant Registrar, at the offices of Hafeez Pirzada | Farooq, Khan & Mirza Law Firm. The session focused on the Protection Against Harassment of Women at the Workplace Act 2010, offering an in-depth understanding of the functioning of inquiry committees and the complaint mechanism. Legal professionals were equipped with knowledge of their legal responsibilities and procedural safeguards to help ensure safe and respectful workplaces.

## High-Level Engagements in Gilgit-Baltistan

During a visit to Gilgit-Baltistan, the Federal Ombudsperson, Ms. Fauzia Viqar, held a series of high-level meetings to strengthen institutional collaboration for the promotion of gender equality in the region. She met with Ms. Dilshad Bano, Provincial Minister for Social Welfare and Development of Women, and engaged with civil society representatives at the Aga Khan Rural Support Program (AKRSP) office in Gilgit. Ms. Viqar also called on the Governor of Gilgit-Baltistan, Syed Mehdi Shah. She met with the Chief Justice of the Chief Court, Mr. Ali Baig and visited the Chief Minister's Inspection Team (CMIT) Office where she met Chairman Mr. Fida Hussain. Her engagements included a meeting with the Chief Judge of the Supreme Appellate Court, Justice Sardar Muhammad Shamim Khan. These meetings marked a significant step towards strengthening regional efforts to ensure safe, inclusive, and accountable workplaces across Gilgit-Baltistan.



## Strengthening Workplace Protections: FOSPAH Signs MoU with GIZ

FOSPAH has signed an MoU with GIZ Women Empowerment to scale awareness of the Protection Against Harassment of Women at the Workplace Act, 2010 across Pakistan's industrial sectors. This collaboration aims to strengthen the formation and functioning of Internal Inquiry Committees in industries such as textiles, sports goods, and leatherwear, promoting safer, more accountable workplaces.



## Awareness Drive at DISCOs

As part of its nationwide outreach, FOSPAH conducted awareness sessions across major power distribution companies (DISCOs), including GEPCO, LESCO, PESCO, and FESCO. These sessions aimed to educate employees on the legal protections available under the Protection Against Harassment of Women at the Workplace Act, 2010 while emphasizing the importance of fostering respectful, inclusive, and harassment-free workplaces in the energy sector.



## Strengthening Compliance & Safety: FOSPAH x CDNS



In continued collaboration with the Central Directorate of National Savings (CDNS), FOSPAH conducted a focused training session led by Assistant Registrars Mr. Waqar Ahmed and Ms. Zainab Sohail. The session emphasized legal awareness around workplace harassment, the role and formation of inquiry committees, and effective complaint handling procedures.

## Awareness Session at Bank Al-Habib, Peshawar



FOSPAH conducted an awareness session at Bank Al-Habib in Peshawar to educate staff about their rights and responsibilities under the Protection Against Harassment of Women at the Workplace Act, 2010.

## Awareness Drive in Quetta

FOSPAH conducted a targeted awareness drive in Quetta, engaging with key institutions to promote understanding of workplace rights and protection against harassment. Sessions were held at the Election Commission of Pakistan and the Federal Investigation Agency (FIA) Balochistan. The sessions were led by Registrar Mr. Rahman Shahzad and Assistant Registrar Mr. Muhammad Usman, who briefed participants on the Protection Against Harassment of Women at the Workplace Act, 2010, and the complaint mechanism available through FOSPAH.



## FOSPAH's 3-day Awareness Drive in Hyderabad

Ms. Fauzia Viqar, Federal Ombudsperson, along with FOSPAH's Regional Head Karachi, Ms. Sabika Shah, successfully led a dynamic 3-day awareness drive across Hyderabad, reaching diverse segments of society through targeted sessions and outreach activities. Key institutions visited included the Federal Board of Revenue (FBR), SZABIST Hyderabad, Shaheed Allah Buksh Soomro University of Art, Design & Heritage Jamshoro, University of Sindh Jamshoro, Mehran University of Engineering & Technology Jamshoro, Public School & College Hyderabad, and the State Life Insurance Corporation of Pakistan.



## FOSPAH Expands Awareness Efforts in South Punjab

As part of its continued commitment to ensuring safe and inclusive workplaces, FOSPAH extended its outreach to South Punjab with a series of awareness sessions held in Multan. The sessions were conducted at key institutions including PEMRA Multan, the National Bank of Pakistan (NBP) Regional Office, the State Life Insurance Corporation, and the Pakistan Girl Guides Association. Through these engagements, FOSPAH educated employees, officials, and stakeholders about their rights and responsibilities under the Protection Against Harassment of Women at the Workplace Act, 2010, reinforcing the importance of creating harassment-free environments across all sectors.



# VISUAL HIGHLIGHTS



An awareness session at the MTE Unit, National Highways & Motorway Police (NHMP), Quetta.



An awareness session at the Pakistan Standards and Quality Control Authority (PSQCA), Karachi, led by Regional Head Karachi, Ms. Sabika Shah.



Awareness Session at University of Management and Technology (UMT) Lahore led by Ms. Lubna Ali, Regional Head Lahore.



Ms. Sabika Shah, Regional Head Karachi, led an awareness session at the Women Development Department Sindh.



FOSPAH joined MySentry to highlight workplace harassment as a key safety concern, advocating for respect, protection, and mentally safe workspaces.



Training Session at Attock Refinery Limited, led by FOSPAH's Legal Advisor Ms. Mah Rukh Aziz.



Awareness seminar at the Trade Development Authority of Pakistan (TDAP).



Awareness Session at the Peshawar Office of the State Life Insurance Corporation of Pakistan.



Ms. Sabika Shah, Regional Head Karachi, conducted an awareness session at Sindh Bank, Karachi.



Awareness session at the Pakistan Railways Office, Quetta.

# NOTABLE JUDGMENTS



## **FOSPAH Upholds Dismissal of Air University Lecturer Found Guilty of Sexual Harassment**

FOSPAH has upheld the termination of Faheem Mehmood, a former Air University lecturer, following multiple credible allegations of sexual harassment by female students. After a thorough de-novo inquiry under the Protection Against Harassment of Women at the Workplace Act, 2010, the Federal Ombudsperson confirmed that due process was observed and the dismissal justified. The students' testimonies detailed abuse of authority, including inappropriate messages, coercion, and threats tied to academic performance. This ruling reinforces FOSPAH's commitment to fostering safe and respectful academic environments nationwide and supports survivors who bravely seek justice.

## **Legal Victory for Fehmida Bibi: FOSPAH Restores Possession of Property**

FOSPAH has successfully resolved a property rights case under the Enforcement of Women's Property Rights Act, 2020, ensuring swift justice for Ms. Fehmida Bibi. Illegally dispossessed of her land in Nilore Village, Islamabad, Ms. Fehmida sought FOSPAH's help after facing resistance at the local level. Within months, FOSPAH's intervention led to full implementation of its order, with the Deputy Commissioner's Office confirming the land was measured, demarcated, and returned to the rightful owner—demonstrating FOSPAH's firm resolve in protecting women's property rights.

### **FOSPAH Rules in Favor of Female Journalists, Exposes Gender Bias in Admin Changes**

FOSPAH has ruled in favor of five senior female journalists at Daily Jang Rawalpindi who were arbitrarily shifted to night duty after advocating for regularization and fair pay. The Ombudsperson found the employer in violation of labor laws and gender equality principles, particularly for failing to provide safe transportation and assigning shifts beyond legally permissible hours. The organization's dismissal of safety concerns—one Accused even stating it wasn't his job to worry how women would get home at 2:00 am—was cited as evidence of systemic discrimination. FOSPAH ordered compensation of Rs. 25,000 for each Complainant from both Accused, along with immediate transport provision and a ban on assigning work to female staff beyond 10:00 pm. The case sets a vital precedent that administrative decisions cannot be used to sideline or endanger women at the workplace.

### **FOSPAH Grants PKR 4 Million Relief in Housing Society Fraud Case**

FOSPAH has awarded nearly PKR 4 million in relief to a female Complainant defrauded by the Jammu & Kashmir Cooperative Housing Society. Despite full payment, the Complainant was denied possession of her plot for over 20 years and subjected to baseless financial demands. Federal Ombudsperson Ms. Fauzia Viqar ruled that the Society engaged in fraudulent misrepresentation and negligence. FOSPAH directed the immediate handover of a 200-square-yard plot in Sector F-16/4 without further charges. Additionally, the Registrar, Cooperative Societies has been ordered to audit the Society and take disciplinary action against those responsible. This landmark ruling reaffirms FOSPAH's commitment to protecting women from financial exploitation and ensuring their property rights under the Enforcement of Women's Property Rights Act, 2020.

### **FOSPAH Upholds Woman’s Right to Joint Property After Separation**

FOSPAH has ruled in favor of Ms. Maleeha Mehboob Haider, awarding her 50% ownership of four jointly-held properties following her separation from Dr. Sheraz Ahmad Cheema. After a detailed review, Federal Ombudsperson Ms. Fauzia Viqar ordered the fair division in line with principles of equity and justice. This decision underscores FOSPAH’s firm commitment to protecting women’s property rights and ensuring post-marital justice for those denied their rightful share.

### **FOSPAH Concludes High-Profile Harassment Case Against Former Consul General**

In the case of Ms. Amna Umer vs. Mr. Mirza Salman Baig, former Consul General in Barcelona, FOSPAH found the complaint unsubstantiated after a comprehensive legal review. The decision, based on lack of evidence and consistent testimony, highlights FOSPAH’s impartial approach and commitment to due process. Each complaint is assessed strictly on merit under the Protection Against Harassment of Women at the Workplace Act, 2010.

### **FOSPAH Secures Rs. 10.3 Million in One-Day Property Dispute Resolution**

FOSPAH swiftly resolved a harassment-linked property dispute, recovering Rs. 10,300,000 for Complainant Ms. Iram Asim in just one day. The case involved financial misconduct tied to a plot in Bahria Town, Rawalpindi. Under the direction of Federal Ombudsperson Ms. Fauzia Viqar, and through on-ground intervention by Registrar Mr. Rahman Shahzad, the matter was settled via mediation, with full payment and property transfer completed the same day. This rapid resolution reinforces FOSPAH’s commitment to timely justice.

### **FOSPAH Holds Project Director Accountable, Orders Reforms at Commissionerate for Afghan Refugees**

FOSPAH ruled in favor of Ms. Sehar Zareen, Deputy Director at the Commissionerate for Afghan Refugees (CAR), after finding the Project Director guilty of workplace harassment for sharing pornographic content via official channels. The Federal Ombudsperson imposed a penalty of withholding two increments and mandated urgent institutional reforms at CAR. These reforms include establishing a Standing Harassment Inquiry Committee, publicizing its contact details, displaying the Code of Conduct in English and Urdu, and conducting mandatory anti-harassment training for all staff. This landmark decision underscores FOSPAH's commitment to a safe, respectful work environment for all employees and the duty of organizations to uphold legal protections.

### **FOSPAH Delivers Justice After 34-Year Delay in Property Mutation Case**

FOSPAH has secured justice for Ms. Fakraz Bibi, whose family waited over 34 years for the mutation of their lawfully purchased property. Despite a registered sale deed, revenue authorities had long refused to update ownership records. After the Complainant approached FOSPAH, Federal Ombudsperson Ms. Fauzia Viqar took swift action, treating the matter as both a legal and constitutional violation of a woman's right to inheritance. Following FOSPAH's intervention and formal orders, the mutation was finally attested, bringing long-overdue relief to the Complainant and her family.

### **Harassment Knows No Hierarchy: FOSPAH Fines Intern Rs. 500,000 in Case Against Female Supervisor**

In a landmark decision, FOSPAH ruled in favor of Ms. Naheed Saghir, a senior manager at Sindh Bank, who faced prolonged harassment from her former intern, Mr. Saud ur Rehman. Despite being junior in rank, the intern engaged in cyberstalking, unsolicited messaging, and psychological intimidation over several years. Based on digital evidence, witness statements, and an FIA report, the Federal Ombudsperson found him guilty and imposed a Rs. 500,000 fine—Rs. 450,000 of which is compensation to the Complainant. The case reinforces that workplace harassment can happen across hierarchies and underscores the importance of accessible legal recourse for all.

### **FOSPAH Upholds Harassment Charges Against Senior Official at Al-Meezan Investment**

FOSPAH has dismissed the appeal of Muhammad Rahman, former Regional Sales Head at Al-Meezan Investment Management Ltd., confirming his removal for proven sexual harassment. The case involved repeated unwanted advances and coercion against a junior female employee, substantiated by the company's internal inquiry. Federal Ombudsperson Ms. Fauzia Viqar affirmed the fairness of the investigation and highlighted the courage required by Complainants to come forward in Pakistan's social context. This ruling reinforces FOSPAH's zero-tolerance stance and commitment to safe, respectful workplaces nationwide.



# FEDERAL OMBUDSPERSON SECRETARIAT

## for Protection Against Harassment

### FOSPAH



## FROM FILING TO CONCLUSION IN JUST 90 DAYS

For lodging workplace harassment and Women's Property  
Rights Complaints  
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